



**Community Consolidated School District 46**  
**Grayslake Federation of Teachers**  
**Lake County Federation of Teachers, Local 504**  
**IFT-AFT/AFL-CIO**



**October 16, 2019**  
**IELRB Public Posting**

## **Fair Pay Equals Teachers Stay**

The CCSD 46 Teachers began the 2019-20 school year without a complete contract and 40 new teachers. With only two retirees last year, the majority of our teachers who have left the district have done so for better opportunities elsewhere.

The current teacher collective bargaining agreement (CBA) began in 2017 and expires in 2021. The current school year began on August 19, 2019. The parties have been in negotiations since January of 2019 and have met approximately 17 times -- most recently with the help of a federal mediator.

Two years ago, during contract negotiations, both the administration and the teachers agreed that the District's financial future was uncertain. We agreed to defer the last two years of financial discussions. At this mid-point in our four-year contract, the District is in a healthier financial position than they were two years ago. Teachers and PSRP support staff are now asking to be paid a salary increase comparable to surrounding school districts, but the Board of Education is rejecting those requests and demanding that teachers and staff accept their less than desirable offer.

These surrounding Lake County school districts have reached salary agreements with their teachers:

**SEDOL:** 3-year contract 2018-2021 averaging 7% for 2018-19/2019-20, 6% for 2020-21  
**Lake Villa:** 4.75% for 2019-2020, 4.25% for 2020-2021, 4.125% for 2021-2022, 4% for 2022-2023  
**Big Hollow:** 8.45% for 2018-19, 3% for 2019-20, 4.5% for 2020-21, 4% for 2021-22, 4% for 2022-23  
**Milburn:** 4.9% for 2018-19, 4.5% for 2019-20, 4.1% for 2020-21, 3% for 2021-22  
**Waukegan:** 4.5% for 2017-18, 4% for 2018-19, 4.5% for 2019-20, 4% for 2020-21  
**Prairie Crossing:** 7% for 2019-20

The Grayslake Federation of Teachers certified staff has three salary tiers:

**Tier 1:** teaching staff with 0-18 years of experience

**Tier 2:** teaching staff with 19-32 years of experience

**Tier 3:** teaching staff with 33 and over years of experience

The Grayslake Federation of Teachers is proposing that current certified staff salaries in Tier 1 be increased by 4.6% each year; Tier 2 be increased by 4.1% each year;

There are no teaching staff in Tier 3 and therefore wage increase is not applicable.

Based upon figures provided by the District, this would cost the district approximately \$876,000 in 2019-2020 and approximately \$907,000 in 2020-2021.

As of June 30, 2018, the District had **\$9,471,460** as an ending cash balance on hand in the Education Fund (10).

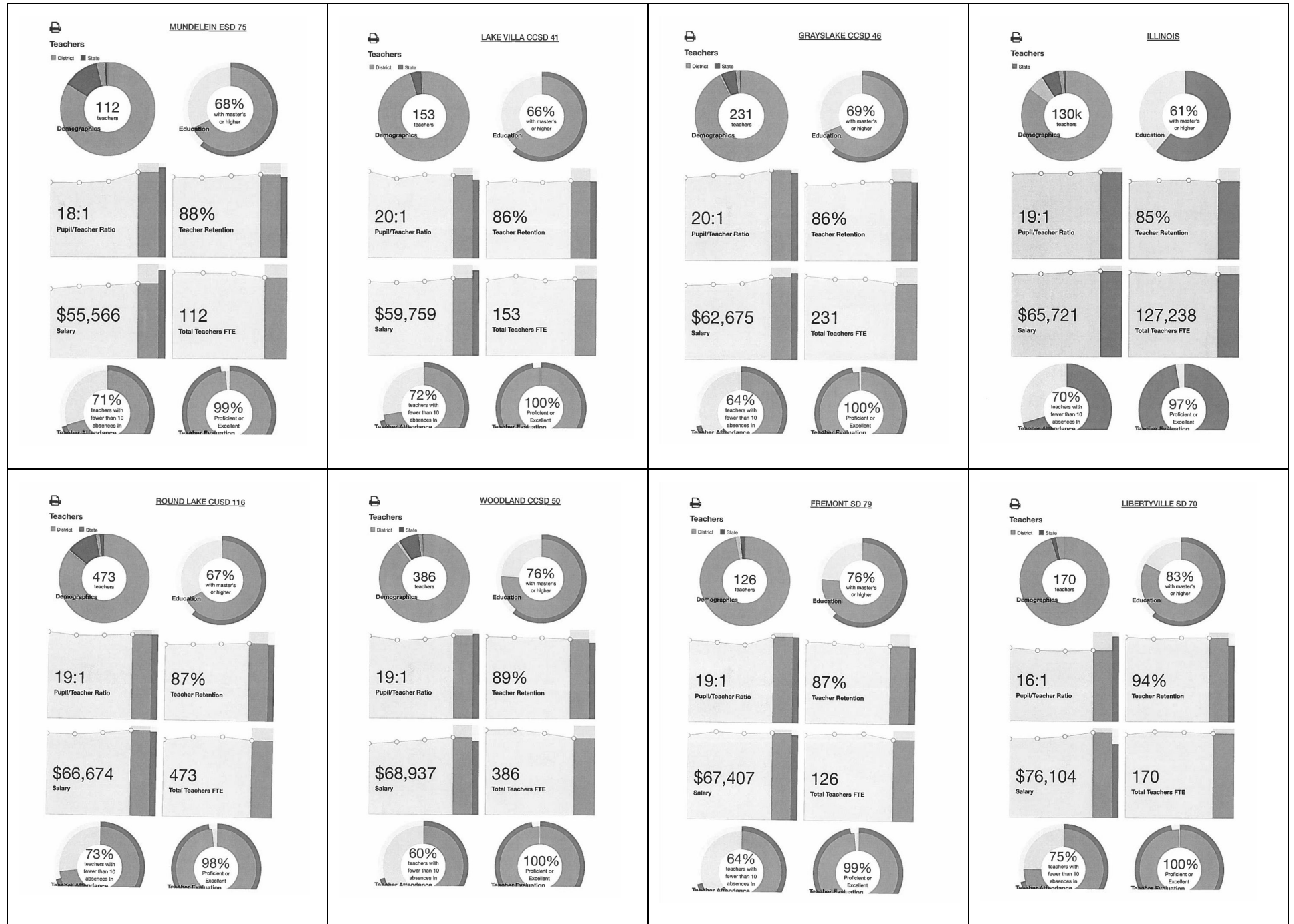
As of June 30, 2019, the District had **\$11,404,343** as an ending cash balance on hand in the Education Fund (10).

Additionally, in the last two years the District has been provided a substantial increase in State funding under the Evidence Based Funding model.

As illustrated above, the Teachers fair wage increase proposal would not burden the CCSD 46 taxpayers with additional cost, yet would provide an acceptable increase for teachers. The CCSD 46 taxpaying community deserves to retain the best quality teachers and support staff to care for and educate their children.

The Grayslake Federation of Teachers has offered to submit this dispute to binding arbitration but the District has refused.

# CCSD 46 Teacher Salaries as compared to its immediate surrounding districts.



Average salary in CCSD46 is <ul style="list-style-type: none"> <li>below the state average</li> <li>About 7k more than the lowest paid district</li> <li>About 14K less than the highest paid</li> </ul>	Lake County Elementary School Districts Mundelein \$55, 566 Lake Villa \$59,759 Grayslake \$62, 675
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District in Lake County, IL	Average Teacher Salary	Median Income	Median Home Cost
Winthrop Harbor	52,048	83,700	173,800
Fox Lake	53,239	46,548	151,400
Emmons	54,026	76,694	210,100
Grass Lake	55,094	46,548	151,400
Mundelein	55,566	86,336	235,200
Gavin (Ingleside)	56,501	61,023	167,600
Big Hollow (Ingleside)	57,599	61,023	167,600
Diamond Lake (Mundelein)	59,550	86,336	235,200
Lake Villa	59,759	89,592	218,500
Millburn (Old Mill Creek)	59,842	85,000	165,900
Antioch	60,295	76,694	201,100
Zion	61,234	44,885	116,900
Beach Park	61,440	75,165	167,400
Hawthorn	62,293	98,803 (Vernon Hills)	358,700 (Vernon Hills)
Grayslake	62,675	86,861	224,400
Gurnee	62,989	90,548	258,700

Illinois	65,721		
Round Lake	66,674	68,991	155,000
Fremont	67,407	86,336 (Mundelein)	235,200 (Mundelein)
Kildeer	68,444	174,632	628,100
Woodland (Gurnee)	68,937	90,548	258,700
Lincolnshire-Prairieview	74,310	116,554 (Lincolnshire)	576,000 (Lincolnshire)
Lake Bluff	74,799	105,331	505,400
Lake Forest	74,928	169,122	920,400
Libertyville	76,104	128,657	470,000
North Shore	76,725	137,450	589,300
Deerfield	78,387	141,268	537,500
Aptakisic-Tripp	79,292	106,564	332,000
Bannockburn	80,936	123,750	1,007,400
Oak Grove	82,145	30,000	9,999
Rondout (Lake Forest)	84,935	169,122	920,400

Resources:

[Chicago Tribune](#)

[Median Income and Median Housing](#)